



PLWG
PROGRAM LEADERS
WORKING GROUP

**Pronouns and Why They Are Important
UC ANR Trans Day of Visibility**

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**ACCESS, EQUITY AND BELONGING
COMMITTEE**

Grounding Assumptions

- The work of Equity & Diversity (E&D) is about creating community, which involves building trust through careful listening, respectful disagreement, and taking risks.
- We want to create safe spaces.
- We value E&D work.
- We respect confidentiality: pay attention to what is yours to share, and what is not.
- We are all doing the best we can.
- Growth and learning can be uncomfortable.
- We need to practice self-awareness.
- There are no quick fixes.

The Alphabet

L – Lesbian (sexuality)
G – Gay (sexuality)
B – Bisexual (sexuality)
T – Trans, Transgender (gender)
Q – Queer/Questioning (s/g)
I – Intersex (sex)
A – Ally/Agender/Asexual (s/g)

So, about that “+”...



Keep in mind ALL genders and orientations

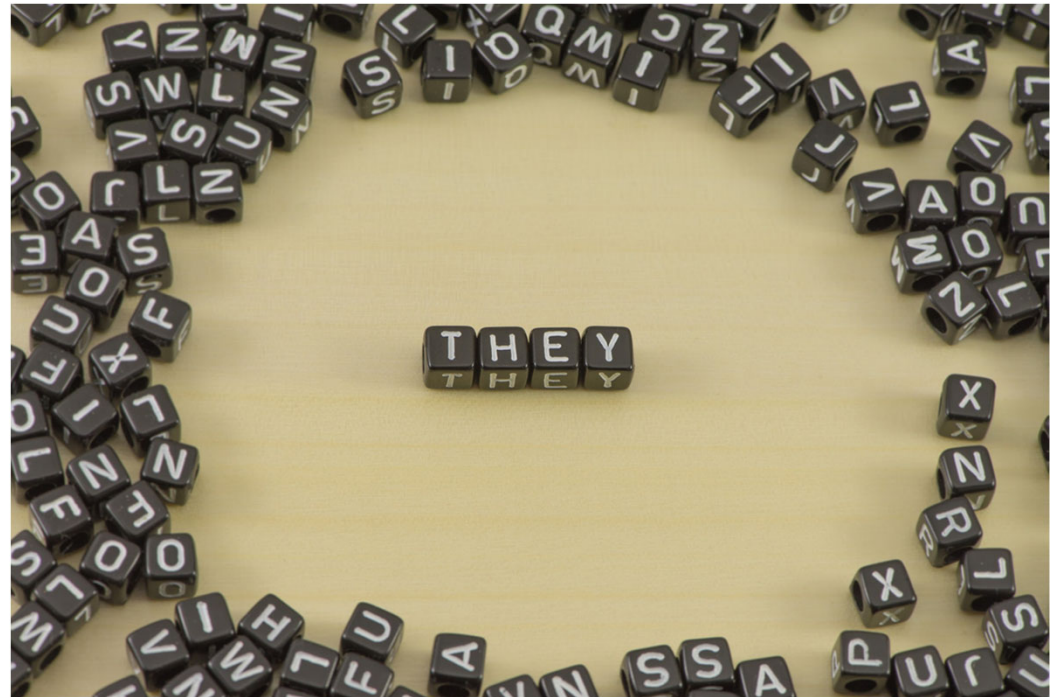
- Cisgender
- Heterosexual/Straight

Pronouns

Everyone has a gender identity and therefore, pronouns.

- She/Her
- He/Him
- They/Them
- Ze/Zir

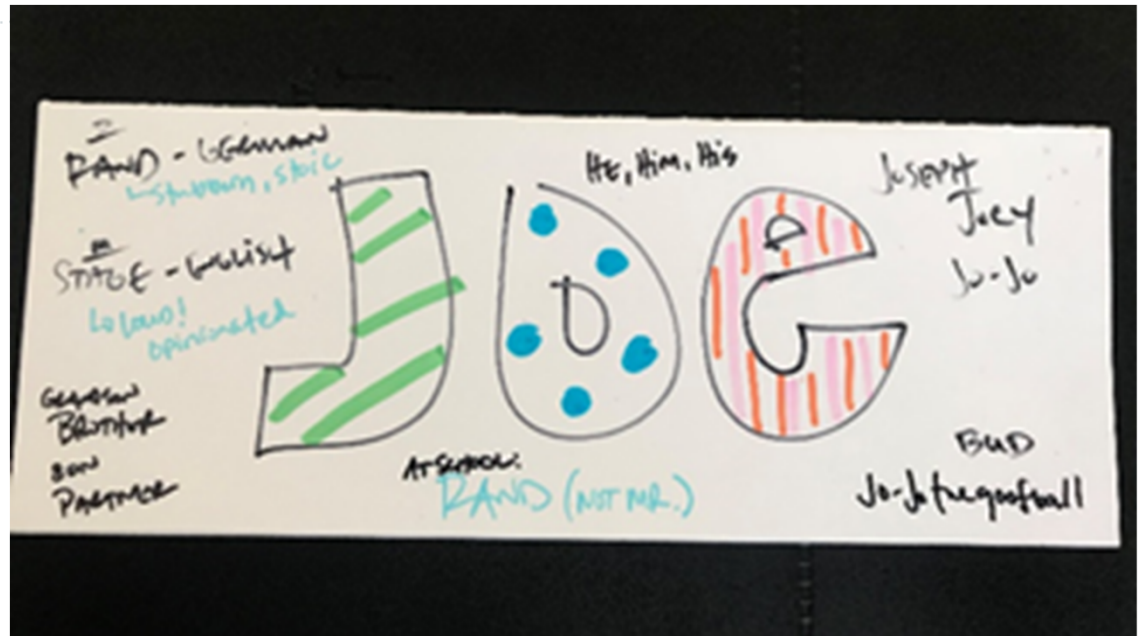
Every “he, she, they, and zir” sees themselves differently than that of another.



What's in a Name?

- Nameplate
- 10 minutes in breakouts
- Each person has opportunity to share

Negative labels?
How do you cope or reclaim?



Strategies for Supportive Pronoun Use

- Allow space and opportunity, but don't place expectations.
- Introduce yourself with your pronouns first.
- Nametags
- Zoom and virtual spaces
- Email signatures
- Yes, you can ask...sometimes.
- We all screw up. Just fix it and do better next time.
- What other ideas would you suggest?



How to ask for pronouns in registration

Personal Information

First Name: sample

Last Name: registration

Email Address: test@email.com

Company:

Title:

*Preferred Name:

The name that will be printed on your name badge

Personal Pronouns:

she/her/hers, he/him/his, they/them/theirs, etc

Trevor Project National Survey 2019

- 39% of LGBTQ youth seriously considered attempting suicide in the past 12 months, with more than half of transgender and non-binary youth having seriously considered.
- 71% of LGBTQ youth reported discrimination based on sexual orientation or gender identity.
- 87% said it was important for them to reach out to a crisis intervention org that focused on LGBTQ youth and 98% said a safe space social networking site for LGBTQ Youth would be valuable.

Trevor Project National Survey 2019

- 2 in 3 LGBTQ youth reported someone tried to convince them to change their sexual orientation or gender identity, with youth who experienced conversion therapy more than 2x as likely to attempt suicide.
- 58% of transgender or non-binary youth reported being discouraged from using a bathroom that corresponds to their identity.
- N=34,000



Trevor Project National Survey 2021

- 94% of LGBTQ youth reported that recent politics negatively impacted their mental health.
- LGBTQ youth who had access to spaces that affirmed their sexual orientation and gender identity reported lower rates of attempting suicide.



Examining the Knowledge, Skills, and Dispositions of 4-H Professionals Related to LGBTQ+ Youth

This study explored the knowledge, skills, and dispositions of 4-H professionals in North Carolina as they relate to working with LGBTQ+ youth

- 75 professionals responded to an online survey, with an overall response rate of 40%

Key Findings:

- Professionals displayed higher levels of knowledge than skills or dispositions.
- Professionals were more knowledgeable about how to support LGB youth compared to transgender and gender expansive youth.
- Professionals expressed the need for and interest in professional development.
- Rural professionals tended to report lower knowledge, skills, and dispositions compared to professionals working in urban/suburban settings.

Participation Today \neq Implementation Tomorrow



Thank You.

LGBTQ+ Youth & Community Champions

Mike Bergland-Riese, Nebraska
Dani Castillo-Davalos, Oregon
Anna EldenBrady, Michigan
Jeremy Elliott-Engel, Arizona
Maru Gonzalez, North Carolina
Nancy Moores, Florida
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